



Council Worksession
March 14, 2023
5:00 pm

Present: Mayor Kari Niedfeldt-Thomas
Councilmember Abdullahi Abdulle
Councilmember Graeme Allen
Councilmember Pam Axberg

Absent: Councilmember Emily Dunsworth

Staff in Attendance: Devin Massopust, Craig Schlichting, Jennifer Fink, Gina Foschi, Hue Schlieu

Guests in Attendance:

Strategic Planning Recap

Massopust stated on January 21, 2023, Council, staff, and a consultant met to affirm the five Strategic Priority categories as:

- Sustainable and Reliable Infrastructure
- Environment and Sustainability
- Livable Community
- Operational Effectiveness
- Diversity, Equity, and Inclusion

Massopust reported nested under each priority are initiatives, the finite and tactical activities that are pursued to accomplish each priority. Staff have refined the initiatives based on the capacity, timelines, and budget impacts. Staff's presentation reviewed the recommended initiatives. Council feedback is specifically requested regarding:

- Vision for Old Highway 8 (Sustainable & Reliable Infrastructure) as a proposed new initiative. This project would put staff overcapacity and require a tradeoff by delaying the existing Living Streets Plan initiative (Sustainable & Reliable Infrastructure).
- What are the expectations, goals, and programs included in earned revenue strategy existing initiative (Operational Effectiveness)?
- Contributed revenue plan (Operational Effectiveness) was a proposed new initiative; Council to confirm interest.
- Incentives to attract developers (Livable Community) was a proposed initiative; Council to confirm interest.

Massopust explained based on January 2023 conversations, activities that are complete or have annual/ongoing efforts have been removed from Strategic Priority tracking and will continue under regular programming within each department. This includes annual street projects, EV charging, DEI resource needs, Phase 1 Parks Comp Plan, next phase of community oriented policing, etc.

Councilmember Abdulle supported the City completing the visioning study for Old Highway 8.

Mayor Niedfeldt-Thomas agreed stating she would like to see the City pursuing County buy in on this project. Schlichting reported staff would be meeting with County planning staff in order to better understand their transportation improvements plan.

Further discussion ensued regarding the speed limits and bike lanes along Long Lake Road, Old Highway 8 and Silver Lake Road.

Councilmember Axberg asked if the City had a strategy in place for its revenues. Massopust reported the City's goal was to have 40% of its revenues coming from non property tax revenue streams. He commented further on the City's earned revenue goals.

Mayor Niedfeldt-Thomas requested further information on the City's communications plan. Massopust discussed the proposed communication plan and described how this plan was interconnected to the Council's strategic priorities.

Mayor Niedfeldt-Thomas stated she would like this item moved up on the priority list in order to enhance the City's communication efforts with the public.

Schlichting provided the Council with an update on the EV charging stations.

Mayor Niedfeldt-Thomas asked that fair wages be monitored within the City's contracts going forward. She suggested contractors have a way of monitoring wages built into their contracts.

Councilmember Allen suggested the Council hold a longer discussion on how to incentivize developers to choose New Brighton. Massopust recommended this be further discussed at the joint meeting with the EDC.

Mayor Niedfeldt-Thomas supported the EDA serving as an HRA. She stated she would like to have further information from staff on how to move this forward. She thanked staff for all of their hard work to prepare and plan for the Council's strategic plans for the coming year.

Worksession adjourned at 5:59 pm

Respectfully submitted,

A handwritten signature in cursive script, reading "Terri Spangrud".

Terri Spangrud
City Clerk



Council Worksession
March 28, 2023
5:00 pm

Present: Mayor Kari Niedfeldt-Thomas
Councilmember Abdullahi Abdulle
Councilmember Graeme Allen
Councilmember Pam Axberg
Councilmember Emily Dunsworth

Absent:

Staff in Attendance: Devin Massopust, Gina Foschi

Guests in Attendance: Laura Linnihan, Baker Tilly

Classification and Compensation Study – Presentation by Baker Tilly

Massopust stated the City of New Brighton's current pay plan and classification system has been around for decades and any institutional knowledge as to how it was crafted is no longer present. The company that was used to create the classification system went out of business in 2008. As such, it has been a priority to provide a much needed update. The pay plan update is important to reflect the current labor market conditions, but the system update is important as well to ensure legal compliance in future years. Market analyses have been completed over the years, with the most recent occurring in 2019. However, there has been no whole sale changes to the pay structure of the City based on said analyses. In 2022, the Council approved having Baker Tilly create a new compensation and classification system. As mentioned, the new classification system is an imperative update for the City of New Brighton to complete as the current system is outdated and has resulted in a pay plan that is inconsistent as well as outdated. Baker Tilly also has provided a comparison document on benefits that is included in the packet item. Additionally, a market comparison was completed regarding temporary and seasonal positions, though at this time there is no implementation recommendations as relates to that analysis.

Laura Linnihan, Baker Tilly, thanked the Council for their time and noted staff has been a pleasure to work with on this project. She then provided the Council with a presentation on the Classification and Compensation Study and discussed how data was collected. She commented on how employee's perceptions aligned with supervisor's comments. The title recommendations and job evaluation/descriptions were discussed, along with the process that was followed for the market assessments and peer evaluations. The results from the market assessments were reviewed with the Council in further detail. It was noted the City had determined to align itself at midpoint. The local government pay equity law was discussed and she described how this impacted female government employees. She then commented on the City's current step and grade plan, as well as noting the City's new pay plan.

Councilmember Axberg asked what the City's turnover ratio was. Massopust estimated the City's turnover ratio was somewhere around 10%.

Further discussion ensued regarding how New Brighton competed with Roseville.

Mayor Niedfeldt-Thomas questioned how staff would be utilizing the information from the pay study. Massopust noted he would be meeting with all three unions to discuss the market dynamics.

Councilmember Axberg encouraged the City to be aware of how supervisors are compensated noting much more is expected of them and she did not want to see a pay compression taking place. She asked where the most changes occurred within the new pay plan. Massopust discussed the changes that occurred within the pay plan.

Councilmember Axberg questioned what the goal was of the step plan.

Mayor Niedfeldt-Thomas indicated the goal within the pay plan was to provide pay equity while also working to retain employees.

Ms. Linnihan commented on the progression analysis and commended the City for its pay efforts. She then reviewed the implementation scenarios that could be pursued by the City. She recommended with each scenario that the Council move employees to the next closest step without implementing a pay decrease.

Mayor Niedfeldt-Thomas questioned what the costs were for each of the three scenarios. Massopust stated Option 3 was very expensive. He noted staff has been focused on Option 4.

Ms. Linnihan encouraged the Council to approve the recommended position title and classification adjustments. In addition, she recommended the Council approve the pay plans and position grade assignments. She encouraged the Council to approve an implementation scenario that addresses that City's compensation philosophy, business goals and that is fiscally sustainable.

Mayor Niedfeldt-Thomas questioned how often the City should review its pay structure. Ms. Linnihan recommended this work be done every three to five years.

Councilmember Dunsworth commented on how the employees at her organization were compensated.

Councilmember Axberg clarified for the record that when employees top out, they would still receive pay increases through COLA.

Councilmember Allen asked if it was common to have nine grades and steps. Ms. Linnihan stated this was relatively common.

Massopust indicated the plan was to have the new pay plan going live in July of 2023. He commented further on the expense of the different scenarios. He proposed the expense be funded through the Community Reinvestment Fund. The levy impact over the next three years was discussed.

Mayor Niedfeldt-Thomas requested the pay increases be laid out with the levy projections and that this information be provided to the City Council.

Councilmember Dunsworth explained she was supportive of the new pay plan in order to retain the talent the City had. She requested staff provide the Council with an adjusted budget. She anticipated adjustments would be have to be made to the budget by staff. She noted she did not want to see a levy increase because of the new pay plan. Massopust estimated the budget would be 2% higher than was previously projected.

Mayor Niedfeldt-Thomas explained unfilled positions has allowed the City to put money away. She indicated she valued the City's staff members and she wanted to prioritize employee retention. She wanted to make sure the City was paying employees what they were worth.

Councilmember Allen reported he was supportive of the plan and noted he valued the City's employees. He stated he appreciated how the new pay plan was modernized and fresh.

Councilmember Abdulle indicated he was generally supportive, stating he would want to see how the additional expense would be funded.

Councilmember Axberg encouraged the City to consider total compensation versus just viewing base pay, noting there was a big difference between the public and private sector when it comes to benefits. She stated she was surprised that the pay study did not address total compensation.

Worksession adjourned at 6:33 pm

Respectfully submitted,

A handwritten signature in cursive script, reading "Terri Spangrud".

Terri Spangrud
City Clerk